

**KLIF(AM), KTCK(AM), KTCK-FM, KPLX(FM), KLIF(FM),
WBAP(AM), KSCS(FM) and employees at KESN(FM)¹
EEO PUBLIC FILE REPORT
April 1, 2013-March 31, 2014²**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hire
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 36, 38	4
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 36, 38	4
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 36, 38	3
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 36, 38	2
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 36, 38, 47	3
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 36, 38, 47	34
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 36, 38	2
Digital Director	1-2, 4-5, 7, 9, 11-12, 14-21, 23-24, 26-31, 33-34, 36, 38, 40, 42, 44-45, 48	42
Account Executive	1-7, 9, 11-21, 23-24, 26-31, 33-34, 36, 38, 40, 44-45	4
Account Executive	1-7, 9, 11-21, 23-24, 26-31, 33-34, 36, 38, 40, 44-45	4
Production/Imaging	1, 4-7, 9, 11-19, 21, 23-24, 26-31, 33-34, 36, 38, 40, 44-45	21
On-Air Host	1, 4-7, 9, 11-19, 21, 23-24, 26-31, 33-34, 36, 38, 40, 44-45	4
Account Executive	1-7, 9, 11-19, 21, 23-24, 26-31, 33-34, 36, 38, 40, 44-45, 47	47
Account Executive	1-5, 7, 9, 11-19, 21, 23-24, 26-31, 33-34, 36, 38, 40, 44-45	4
Account Executive	1-7, 9, 11-19, 21, 23-24, 26-31, 33-34, 36, 38, 40, 44-45	3
Account Executive	1-5, 7, 9, 11-19, 21, 23-24, 26-31, 33-34, 36-38, 40, 42, 44-45, 47-48	4
Promotions Director	1-5, 7, 9, 11-19, 21, 23-24, 26-31, 33-34, 36, 38, 40, 42, 44-45, 47	42
Talk Show Host	4-5, 21, 42*	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
1	Comcast Business Managers	No	0
2	BV@comcast.com	No	12
3	Station Website Postings (one or more SEU stations)	No	16
4	On-Air Announcements (one or more SEU stations)	No	34
5	Word-of-Mouth Referral	No	6
6	Walk-In/Self-Referral	No	5
7	Job Fair(s)/Open House(s) (see Section III)	No	2
8	Internal Posting	No	0
9	Crossroads Career	No	0
10	PO Box 49664 Charlotte, NC 28277 800-941-3566 Crossroadscareer.org	No	0
11	Ohio Center For Broadcasting 5330 East Main Street, Suite 200 Columbus, OH 43212 614-245-0555 Gary James Placement.columbus@bcnair.com	No	0
12	Texas Workforce Commission 2922 MLK Boulevard Dallas, TX 75215 214-421-2460 Sally Nelson www.twc.state.tx.us	No	0
13	Greater Asian Chamber of Commerce 11171 Harry Hines Boulevard, #115 Dallas, TX 75229 972-241-8230 Kim Hoyoung (hoyoung@idaaco.com)	No	0

*Exigent circumstances

¹ Station KESN is subject to a Local Programming and Marketing Agreement dated October 8, 2013, between Susquehanna Radio Corp. (Programmer) and KESN Assets, LLC (Licensee).

² This Report was revised in September 2014 to address reporting issues.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Dallas Black Chamber of Commerce 2838 MLK Boulevard Dallas, TX 75215 214-421-5200 Carmen Humble (chum@dbcc.org)	No	0
13	Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, #207 Dallas, TX 75219 214-521-6007 Paula Rossa (prossa@edhec.com)	No	0
14	Texas Christian University/tcu.edu PO Box 297300 Ft. Worth, TX 76129 817-257-5572 Mary Beth Grayson- m.b.grayson@tcu.edu Bethany Kilgore- b.kilgore@tcu.edu Ashley Grubbs- ashley.s.grubbs@tcu.edu Jessica Cates- j.cates@tcu.edu	No	0
15	Southern Methodist University/smu.edu Hegi Family Career Development Center PO Box 750256 Dallas, TX 75275-0256 214-768-2266 214-768-4292 (fax) recruit@smu.edu Allison Love - allove@smu.edu	No	0
16	University of Dallas/utdallas.edu 1845 E. Northgate Drive, Carpenter Hall, Room 141 Irving, TX 75062-4736 972-721-5131 972-721-5044 (fax) Harriet H. Cousins career@utdallas.edu	No	0
17	DeVry University 4800 Regent Boulevard Irving, TX 75063-2439 972-929-6777 Joan Long- jlong@devry.edu Saundra Lohr- sl0hr@devry.edu	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Dallas County Community College District Notification includes all colleges listed below: DCCCD Dept Email - bhgobs@dccd.edu El Centro College - elcentrocollege.edu Eastfield College - eastfieldcollege.edu Northlake College - northlakecollege.edu Mountain View College - mountainviewcollege.edu Brookhaven College - brookhavencollege.edu Richland College - richlandcollege.edu Cedar Valley College - cedarvalleycollege.edu Adam Clawson - adamc@dccd.edu Crystal Lartridge - clartridge@dccd.edu Franeyme Aymard - fmaynard@dccd.edu Juanita Hancock-Dickey - jhancock-dickey@dccd.edu Mike Alford - malford@dccd.edu Mike Henderson - mhenderson@dccd.edu Patsy Canopresi - pcanopresi@dccd.edu Warren Osby - wosby@dccd.edu	No	0
19	Greater Austin Chamber of Commerce 5407 North IH 35, Suite 304 Austin, TX 78723 512-459-1181 www.austinfo.org admin@austinfo.org	No	0
20	League United Latin American Citizens (LULAC) 9090 Lake Carolyn Parkway, #1700 Irving, TX 75039 214-219-2133 Joe Campos (jcampos@lulac.org) Closed - 8/28/13	No	0
21	All Access Website www.allaccess.com	No	3
22	Media Staffing Network info@mediastaffingnetwork.com	No	0
23	University of Texas at Dallas/utdallas.edu UTD Career Center PO Box 830688, MC-16 Richardson, TX 75083-0688 972-883-29443 972-883-2431 (fax) Nekoya Moss recruit@utdallas.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
24	University of Texas at Arlington utara@uta.edu PO Box 19156 Arlington, TX 76019-0156 817-272-2932 817-272-5792 (fax) Barbara Peet, Director of Career Services careers@uta.edu Nicole Caron - caron@uta.edu Nicki Dickens - nicki@uta.edu	No	0
25	Ft Worth Metropolitan Black Chamber of Commerce 1150 South Freeway, Suite 211 Ft. Worth, TX 76105 817-871-6538 817-332-6638 (fax)	No	0
26	The Art Institute of Dallas Two Northpark East 8080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1213 Nicole Rinson - nrinson@aia.edu	No	0
27	Texas Woman's University 304 Administration Drive PO Box 425589 Denton, TX 76204 940-TWU-2000 Sherril Williams - careers@twu.edu	No	0
28	University of North Texas 1135 Union Circle #311277 Denton, TX 76203-5017 940-565-2000 Dan Naegel - naegel@unt.edu	No	0
29	Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott - careers@austincollege.edu	No	0
30	Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill - Marion@dbu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
31	Tarrant County College 817-515-8223 Northeast Campus (career@tcccd.edu) 828 West Harwood Rd., Hurst, TX 76054-3299 Northwest Campus (nw.careerservices@tcccd.edu) 1500 Houston St., Ft. Worth, TX 76102 South Campus (monica.bettie@tcccd.edu) 5301 Campus Drive, Ft. Worth, TX 76119 Southeast Campus (career@secccd.edu) Tracy Williams tracy.williams@tcccd.edu Gina Maloy - gina.maloy@tcccd.edu 2100 Southeast Pkwy, Arlington, TX 76018	No	0
32	American Women In Radio & Television Website www.awrt.org	No	0
33	Greater Dallas Indo-American Chamber of Commerce 5930 LBJ Freeway, Suite 350 Dallas, TX 75240 214-346-9559 gdilace@gdilace.org	No	0
34	Texas Association of Broadcasters (TAB) 502 E. 11 th Street, Suite 200 Austin, TX 78701 512-322-9944 Craig Bean (craig@tab.org)	No	4
35	Texas Wesleyan University 1201 Wesleyan Street Ft. Worth, TX 76105 817-531-4403 HR@twu.edu	No	0
36	Northwood University 1114 W FM 1382 Cedar Hill, TX 75104-1204 Celeste Lindell - Lindell@northwood.edu	No	0
37	Association for Women in Communications www.womcom.org pvalenzuela@womcom.org	No	0
38	Dallas Urban League (dulgnctc.com) 4313 S. Lancaster Road Dallas, TX 75216 214-915-4600 phone 214-915-4601 fax Tonya Berry - tberry@dulgnctc.com Kathina King - king@dulgnctc.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Sportscaster Talent Agency of America www.sporttalent.com jon@sporttalent.com	No	0
40	American Broadcasting School 712 N Watson Rd, Ste 200 Arlington, TX 76011 817-695-2474 michelle@radioschool.com	No	0
41	Dallas/Fort Worth Help Wanted www.DFWhelpwanted.com	No	0
42	Indeed Website www.indeed.com	No	7
43	Inside Radio Website www.insideradio.com	No	0
44	The Campus Special, LLC 3575 Koger Blvd, Suite 150 Duluth, GA 30096 770-807-7474 770-206-2289 (fax) www.CampusSpecial.com	No	0
45	Everest College 300 Six Flags Dr., Suite 100 Arlington, TX 76011 817-652-7790 ext. 192 817-649-6033 (fax) www.everest.edu Kristin.Suttons-ksuttons@eci.edu	No	0
46	Workforce Solutions- Greater Dallas 2707 N. Stemmons Frey, Suite 150 Dallas, TX 75207 214-920-3663 www.worktexas.com	No	0
47	Linked In Website www.linkedin.com	No	3
48	Facebook Cumulus Station Pages Traffic Directors Guild of America www.TDGA.org	No	3
49		No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			96

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1 Internship Program	During this reporting period, our SEU hosted fourteen (14) student interns from: University of North Texas (10), Oklahoma State University (1), Texas Wesleyan (1), El Centro College (1), & University of Texas-Dallas (1). The interns assisted the Programming/Promotion Departments and "shadowed" Department managers to learn about the operations and responsibilities of each department. The student interns also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.
2 Participate in event/program sponsored by a community organization relating to careers in broadcasting	On April 5, 2013, our Promotions and Events Director was invited to the University of North Texas to speak at the Event Management Class meeting. She talked with students about how an event is run from start to finish, the different types of events from promotional appearances to live road shows, and how to create/develop a unique brand.
3 Participate in event/program sponsored by a community organization relating to careers in broadcasting	On May 20, 2013, two of our SEU's Sales Managers spoke at the Media Sales Institute Career Day sponsored by the National Association of Broadcasters. This event took place on the University of North Texas campus during which our Managers talked with the students about effective sales presentations and the basics of being a great sales executive.

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4 Host Job Fair	On September 25, 2013, our SEU hosted the "Putting Texans Back to Work" job fair at the Arlington Convention Center that included 100 potential employers and was attended by approximately 4,500 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.
5 Participate in event/program sponsored by a community organization relating to careers in broadcasting	On October 24, 2013, one of our SEU's On-Air Personalities addressed students at an American Broadcasting School meeting on the Arlington campus, providing information about the industry, his personal experiences as an On-Air Personality and career opportunities and internships in radio.
6 Participate in Job Fair	On January 7, 2014, our SEU participated in the Tech Career Development Conference sponsored by Communities Foundations of Texas. One of our Sales Managers attended this event and provided information to attendees about career opportunities in broadcasting and sales opportunities within the SEU.
7 Host Sales Open House	On January 30, 2014, our SEU hosted a sales open house at our studios in Dallas. The General Sales Managers (5) presented information about sales positions in broadcasting, candidate qualifications and the operations of a radio station during this event. This open house was promoted on one or more SEU stations.

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8 Participate in Job Fair	On February 27, 2014, our SEU participated in the 8th Annual Sports Industry Career Fair hosted by the Dallas Stars at the American Airlines Center in Dallas. Our Business and Assistant Business Managers attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
9 Host Job Fair	On March 26, 2014, this SEU hosted the "Putting Texans Back to Work" job fair at the Plano Convention Center that included 90 potential employers and was attended by approximately 3,500 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.

